



U.S. DEPARTMENT OF THE INTERIOR

Certification of Approval for Special Retirement Coverage

☒ Under the Civil Service Retirement System (5 U.S.C. 8336(c))

☒ Under the Federal Employees Retirement System (5 U.S.C. 8412(d))

Bureau: of Land Management, Bureau

Classification Title: Supervisory Staff Law Enforcement Ranger

Organization Title: _____

Series and Grade: GS-1801-12

Position Number: LE122

Category: Secondary/Administrative

RECOMMEND:

Marcia L. Seigres
Bureau Special Retirement Coordinator

12/30/94
Date

Thomas J. Johnson
Delegated Official

1/9/95
Date

APPROVAL:

The position described above is approved for special retirement coverage for law enforcement officers and firefighters under the retirement system indicated.

Meroney
Secretary's Designee - Special Retirement Program

JAN 30 1995
Date

POSITION DESCRIPTION (Please read Instructions on the Back)

2. Reason for Submission <input type="checkbox"/> Redescription <input checked="" type="checkbox"/> New <input type="checkbox"/> Hdqtrs. <input checked="" type="checkbox"/> Field <input type="checkbox"/> Reestablishment <input type="checkbox"/> Other					3. Service					4. Employing Office Location					5. Duty Station					1. Agency Position No. <u>122</u> LET-23																			
Explanation (Show any positions replaced)					7. Fair Labor Standards Act <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt					8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input type="checkbox"/> Employment and Financial Interests					9. Subject to IA Action <input type="checkbox"/> Yes <input type="checkbox"/> No																								
					10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Excepted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)					11. Position Is: <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither					12. Sensitivity <input type="checkbox"/> 1-Non-Sensitive <input checked="" type="checkbox"/> 3-Critical Sensitive <input type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 4-Special Sensitive					13. Competitive Level Code																			
15. Classified/Graded by					Official Title of Position										Pay Plan					Occupational Code					Grade					Initials					Date				
a. U.S. Office of Personnel Management																																							
b. Department, Agency or Establishment																																							
c. Second Level Review					STAFF LAW ENFORCEMENT RANGER										GS					1801					12					JK 5/17/94									
d. First Level Review																																							
e. Recommended by Supervisor or Initiating Office					STAFF LAW ENFORCEMENT RANGER										GS					1801					12														
16. Organizational Title of Position (if different from official title)															17. Name of Employee (if vacant, specify)																								
18. Department, Agency or Establishment Department of the Interior															c. Third Subdivision District Office																								
a. First Subdivision Bureau of Land Management															d. Fourth Subdivision																								
b. Second Subdivision State Office															e. Fifth Subdivision																								
19. Employee Review—This is an accurate description of the major duties and responsibilities of my position.															Signature of Employee (optional)																								
20. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.																																							
a. Typed Name and Title of Immediate Supervisor															b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)																								
Signature _____ Date _____															Signature _____ Date _____																								
21. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.															22. Position Classification Standards Used in Classifying/Grading Position GS-1801 Standards, October 1980 GS-1896 Standards, September 1978 Primary Standards, August 1991																								
Typed Name and Title of Official Taking Action James C. Knox Personnel Officer															Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.																								
Signature _____ Date _____ James C Knox 5/17/94																																							
23. Position Review					Initials					Date					Initials					Date					Initials					Date									
a. Employee (optional)																																							
b. Supervisor																																							
c. Classifier																																							
24. This is a designated drug-testing position. FPL = 12															Special Retirement Coverage: <input type="checkbox"/> CSRS: date approved 06/15/94 <input checked="" type="checkbox"/> FERS: date approved 06/15/94 <input type="checkbox"/> Firefighter <input type="checkbox"/> Law Enforcement <input type="checkbox"/> Primary/rigorous <input checked="" type="checkbox"/> Secondary/admin <input type="checkbox"/> Secondary/supvy																								

25. Description of Major Duties and Responsibilities (See Attached)

POSITION CLASSIFICATION AMENDMENT

POSITION NUMBER: LE-122	FULL PERFORMANCE LEVEL: GS-1801-12	
ORGANIZATION LOCATION		
Department of the Interior	District	
Bureau of Land Management	Resource Area	
State Office		
TITLE, SERIES AND GRADE (If different from F.P.L.) Supervisory Staff Law Enforcement Ranger GS-1801-11	FLSA STATUS: <input checked="" type="checkbox"/> EX <input type="checkbox"/> NON-EX	COMP. LEVEL:

* Incumbent serves as a trainee. Assignments are designed to provide varied experience as a foundation for future responsibility at the full performance level. The assignments consist of:

- Supervision of three or more BLM Law Enforcement Rangers.
- Providing direction and leadership to the District/ Resource Area law enforcement program through identifying apprehension efforts needed to address current and potential law enforcement problems, and coordinating investigative and apprehension efforts with other Federal, State, and local law enforcement agencies.
- Coordination of the law enforcement program with resource specialists, and resource management plans and activities.
- Providing technical advice and guidance to the management team and resource specialists on law enforcement matters.
- Determining cost of law enforcement activities based on staffing, equipment, supplies, and material requirements. Draft and submit for approval the annual budget an operating program. Revising program activities to conform to approved and available funds.
- Drafts policies and procedures for the guidance of the District/Resource Area's law enforcement and resource protection program, giving maximum attention to the resource needs.

CONTROLS OVER THE POSITION

CONTROLS OVER THE POSITION
Supervision is received from the line manager (District or Area Manager) in close coordination with the District/State Staff Ranger and Special Agent-in-Charge. The supervisor makes work assignments, indicates the problems and conditions to be aware of, and identifies ways to overcome or solve problems. The incumbent carries out specific tasks and consults with the supervisor on unfamiliar situations or when problems arise. Work is reviewed for adherence to instructions and procedures, technical accuracy, adequacy of method and results, and additional developmental needs.

Special Retirement Coverage:

<input checked="" type="checkbox"/> Firefighter	<input checked="" type="checkbox"/> FERS: date approved <u>12/20/96</u>
<input checked="" type="checkbox"/> Law Enforcement	<input checked="" type="checkbox"/> FERS: date approved <u>12/28/96</u>
<input type="checkbox"/> Primary/originous	<input type="checkbox"/> Secondary/administrative
	<input type="checkbox"/> Secondary/supervisory

CERTIFICATIONS

<p>I certify that the position identified above has changed as reflected in this amendment.</p> <p>_____ (Signature of Supervisor)</p> <p>_____ (Date)</p> <p>Title _____</p>	<p>I certify that the changes reflected are proper and the position as hereby amended is properly classified.</p> <p><u>James C. Knopf</u> <u>10/1/96</u> (Signature of Official Exercising Classification Authority)(Date)</p> <p>Title <u>NIFC Personnel Officer</u></p>
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POSITION CLASSIFICATION AMENDMENT

POSITION NUMBER LE122	FULL PERFORMANCE LEVEL GS-1801-12
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ORGANIZATION LOCATION

<u>Department of the Interior</u>	<u>Resource Area</u>
<u>Bureau of Land Management</u>	
<u>California Desert District</u>	

TITLE (IF DIFFERENT F.P.L.) Supervisory Staff Law Enforcement Ranger	FLSA STATUS <input checked="" type="checkbox"/> EX <input type="checkbox"/> NON-EX	COMP. LEVEL
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Incumbent is a Supervisory Staff Law Enforcement Ranger at the Resource Area or District level. The organizational title at the Resource Area is Chief Area Law Enforcement Ranger. The organizational title at the District level is District Law Enforcement Ranger (California Desert District)

The incumbent is assigned to the following duties in addition to the duties described in LE121:

Supervises three or more BLM Law Enforcement Rangers. Baseline grade level must equal GS-11 non-supervisory duties in accordance with new General Schedule Supervisory Guide.

Serves as a role model for employees by abstaining from drug use and supporting the Depart-wide Drug Free Workplace initiative. Remains vigilant to the signs of substance abuse and knowledgeable of the counseling/therapy available. Deals with conduct and performance based problems through the use of counseling and other appropriate procedures. Orients work force periodically about program policy and procedures through circulating literature, holding meetings, and other means.

These duties are 25% of the total duties. The duties mix of the incumbent is: program management - 40%; enforcement, apprehension, and investigation - 20%; automation - 15%, and supervision - 25%.

Special Retirement Coverage:
~~Firefighter~~ ☒ CSRS: date approved 01/30/95
~~Law Enforcement~~ ☒ FERS: date approved 01/30/95
~~Public Safety Officer~~ ☒ ~~Departmental Initiative~~ ☒ ~~Emergency/Supplementary~~

CERTIFICATIONS

I certify that the position identified above has changed as reflected in this amendment.

I certify that the changes reflected are proper and the position as hereby amended is properly classified.

(Signature of Supervisor) (Date)

(Signature of Official Exercising Class.
Auth.) (Date)

Title _____

Title Personnel Officer 12/16/94

STAFF LAW ENFORCEMENT RANGER
GS-1801-12**INTRODUCTION**

This position is located in the Resource Area office of a District Office, in a District Office, or the Law Enforcement Staff of a BLM State Office. The primary purpose of this position is coordinating the planning, implementing, and overseeing the Law Enforcement Ranger function and unauthorized use activities concerning the enforcement of Federal laws and regulations relating to public lands and resources managed by the Bureau of Land Management (BLM) within that Office's jurisdiction. The position also functions as the primary coordinator for uniform crime reporting and the "LAWNET" automated incident reporting system. The incumbent of this position is a uniformed law enforcement officer with full delegated law enforcement authority.

This position has been identified as Critical-Sensitive and is a drug-testing designated position.

The work of the position requires substantial training, experience, and practical knowledge and understanding of resource management methods and practices as well as specialized law enforcement training. An understanding of Bureau policies and directives and the direction they establish for the law enforcement program are essential.

The incumbent is responsible for the functional areas of data collection and management, evaluation of program results, managing local law enforcement agreements, analyzing law enforcement needs and formulation of Law Enforcement Plans, providing Law Enforcement Rangers with criminal justice and technical guidance in matters of arrest, search, seizure, and other matters, and providing Law Enforcement Ranger supervisors with training in management of the law enforcement function. Incumbent is also responsible for the development and implementation of Office policies and standards for law enforcement and ranger operations, and unauthorized use which includes detection, prevention, investigation, apprehension and prosecution.

The incumbent is responsible to the Special Agent-in-Charge for the aspects of management and coordination of the Law Enforcement Ranger function assigned. The primary duties of this position are to provide direction and leadership to the Office's Law Enforcement Ranger Function, to apprehend persons who commit offenses of the criminal laws and regulations of the United States that relate to the public lands and resources including theft or damage to government property, drug control, and resource protection laws. The position also conducts the full range of criminal, civil, and administrative investigations. Incumbent must be a fully qualified law enforcement officer.

The incumbent also coordinates other Law Enforcement Ranger related services such as, search and rescue operations, providing information to visitors, investigation of accidents, and carrying out of other compliance type duties.

The incumbent deals with those complex technical and administrative problems of use, management, and resource protection based on a knowledge of Bureau program directives and regulations, and an understanding of the delicate ecological interrelationships of the resources.

MAJOR DUTIES

50% Program Management

The incumbent prepares and drafts policies and procedures for the guidance of the law enforcement and resource protection program giving maximum attention to the Office's resource needs. In particular, incumbent prepares all policies related to the documentation and reporting of crimes and incidents on public lands. Assists in integrating the varied resource programs with the law enforcement program so that the law enforcement activities are supportive of the resource Unauthorized Use Programs.

Asserts technical leadership and provides staff coordination, review, and consultation on basic issues in assigned functions. Incumbent works closely with management, law enforcement and resource specialists, to design organization, staffing, and budgeting plans for the functional program. Working with Bureau and other agency sources, the incumbent determines the need for, initiates, prepares and/or recommend policies, program procedures, and standards to be used by Managers, resource specialists, and Law Enforcement Rangers.

Incumbent develops and monitors a unauthorized use prevention program so that resource management objectives are enhanced by concentrating efforts on the protection of resources as well as the prosecution of violators. Coordinates the Law Enforcement Ranger and Unauthorized Use Programs with the public affairs function.

Incumbent reviews existing and proposed supplementary rules for impact on functional areas of responsibility and enforceability. Determines need for and prepares proposed supplementary rules related to resource protection and unauthorized use.

Coordinates Law Enforcement Ranger function with resource protection efforts at the State level by working closely with Minerals, Recreation, Archeology, Geology, Wildlife, Lands, Vegetation, and Fire Program leads in order to provide these programs with coordinated Ranger enforcement capabilities. Works with Districts and Resource Areas on programs to establish procedures for handling of resource protection problems. Has operational capability to perform Law Enforcement Ranger field work and conduct such operations. Coordinates with State Office Law Enforcement personnel in providing for a Law Enforcement Plan that is consistent with State Office goals and objectives. Provides technical advice to assigned areas on preparing their own Law Enforcement Plans.

Coordinates uniform crime reporting and use of the Bureau's incident based reporting system, or "LAWNET". Provides training to Special Agents, Law Enforcement Rangers, and managers in system use and procedural requirements. Maintains and coordinates data

collection procedures that provide accurate depictions of the volume of business and level of criminality of the public lands under the Office's jurisdiction.

Reviews existing office law enforcement forms for current applicability and recommends changes, deletions, and additions. Prepares aids for the law enforcement ranger function in the form of newsletters, briefs, and field books.

Coordinates necessary reporting for the control and issuance of Violation Notices (Citations) used in the Law Enforcement Ranger Function for the enforcement of misdemeanor offenses (43 CFR, etc.). Coordinates updating of bail/collateral schedules with appropriate District Courts.

Working with established Bureau systems, assists in the development of training programs and courses to enhance the effectiveness of the Law Enforcement Ranger function. Serves as an instructor for a variety of subjects related to the Law Enforcement Ranger function.

Works closely with other law enforcement and resource management agencies. Assists in the negotiation of cooperative agreements at the State and local levels and provides guidance to the Offices for preparation of such agreements. Develops standards and procedures for implementation of such agreements and use of State and local law enforcement authority delegated to law enforcement rangers.

Provides input and assists in development of the Annual Work Plan. Reviews program submissions, seeks optimum funding levels, and reviews field performance under Annual Work Plans.

Coordinates and conducts technical procedures reviews of District Law Enforcement Ranger Programs. Analyzes reports, budgets, administrative reports, and other informational sources to insure that established standards are being met. Reviews programs developed by lower level units for compliance with agency policy and guidelines and for quality and effectiveness and recommends appropriate action.

Prepares answers to letters from Members of Congress, other Federal State and local agencies, and the public, covering a wide range of resource and technical matters relating to the Law Enforcement Ranger and Unauthorized Use program.

20% Enforcement, Apprehension and Investigation

Enforces criminal laws and regulations related to resource protection and drug control laws as they relate to public lands.

Is responsible for the apprehension of persons who have committed or are suspected of committing criminal offenses. Arrests suspects, executes arrest warrants, transports suspects to detention facilities, and prepares the required documentation, and issues violation notices to violators. Obtains and executes search warrants.

Enforces criminal laws related to resource protection including, but not limited to, vegetative resources theft, motorized vehicle

restrictions, livestock trespass, wildland arson, and archeological resource protection. Enforces drug control laws that relate to the use, manufacturing, trafficking or cultivation of controlled substances on public lands.

Obtains and executes search warrants on minor cases.

Coordinates and participates in efforts of Federal, State, and local law enforcement agencies in planning and conducting investigative and enforcement operations on public lands. May be assigned as incident commander for certain activities and special events that require the application of ranger law enforcement services for the purpose of apprehending multiple violators and providing appropriate security to agency personnel or property.

Conducts the full range of criminal, civil, and administrative investigations. Locates, secures and protects crime scenes, collects and/or seizes evidence, obtains physical and documentary evidence, interviews witnesses and suspects, prepares investigative reports, and testifies at hearings and trials. Serves subpoenas, summons, and other legal documents. Conducts misdemeanor investigations to completion. Conducts assigned felony investigations and assists Special Agents on other complex cases.

15% Automation

Utilizes automated equipment (hardware/software), data, systems, and applications to accomplish assigned duties. Collects, enters, manipulates, updates, and maintains data according to prescribed BLM and program standards. Ensures data quality and integrity to adherence to quality control standards and procedures.

Supervision (Less than 25% of duties)

May supervise one or two GS-11 Law Enforcement Rangers. Assigns, directs, and reviews the work; plans and provides for formal and informal training; evaluates work performance; interviews candidates; recommends selections, promotions, awards, disciplinary action, separations; plans, schedules and coordinates work operations; resolves work problems; and, explains management policies and goals.

Ensures equal opportunity for all employees supervised and fair and unprejudiced employment practices in recruitment efforts and selection process. Actively supports the Equal Opportunity Program in day-to-day activities.

Is responsible for the on-the-job safety and health of all employees supervised. Identifies and corrects job safety and health hazards, instructs employees on safety requirements for job assignments, and reviews and reports injuries and lost time.

EVALUATION FACTORS

Factor 1. Knowledge Required by the Position

Extensive knowledge of the principles, concepts and methods involved in the multiple-use management of lands and resources, visitor-needs analysis and Visitor Management; knowledge of the

basic laws, regulations, and policies relating to, or covering management of public lands, and of the public while visiting these lands (including understanding of 43 USC and 43 CFR related to land use). Understanding of how each affects the development of Law Enforcement Ranger operations, and vice versa, sufficient to act as the principal authority and to lead in the development, implementation, and monitoring (and adaptation as necessary) of Law Enforcement Ranger Operations; this includes intimate knowledge of the rules developed thereunder, as well as specific implementing decisions of the various resource and ecosystem management plans established within the State.

Substantial knowledge and understanding of the impact that the protection of historic, cultural, and/or natural resources may have on communities and other interested groups e.g. conservation, historical, and recreation use associations.

Substantial knowledge of the principles and methods of scientific study relating to the land and its resources.

Substantial knowledge of the Bureau planning system and budgetary process and of the procedures applied to deal with AWP preparation and monitoring, and data collection procedures for comprehensive management plans, resource activity plans, and ACEC plans. Must have detailed knowledge of procedures for implementing planning decisions to insure that practical and meaningful advice is given to management to insure that a wide range of implementing actions are clearly enforceable.

Complete knowledge of data analysis, data synthesis, and skill in analyzing, evaluating, and reporting significant and meaningful data, developing feasible alternative, making meaningful recommendations, and presenting succinct and complete reports.

Substantial knowledge of the policies, rules, and regulations of the Department of Interior and the BLM, and of the organizational structure, functions, missions, and objectives of the BLM in order to integrate their individual requirements into a responsive law enforcement ranger operation.

Substantial knowledge and understanding of Federal, State, and local laws and regulations pertaining to resource use, operations, and protection in order to plan and implement the law enforcement ranger operation and to detect violations and take appropriate actions.

Full knowledge of the normally applicable legal scientific tools for detection of noncompliance of mining claims, easements, rights-of-way, timber sales, grazing leases, material sales, oil and gas leases and other use authorizations.

Detailed knowledge of what constitutes a crime or violation as defined in pertinent statutes, and of the kinds of evidence required to prove that a violation of law has occurred (i.e. Federal Rules of Criminal Procedure, Rules of Search, Seizure, and Arrest). Thorough understanding of the principles and procedures outlined in Title 18 U.S. Code, Departmental Manual 446, BLM 9260 and Operational Handbook for Law Enforcement. Specific knowledge

of the State Fish and Game regulations, State Penal and Vehicle Code, and State Uniform Fire Code.

Detailed knowledge of the methods, techniques, and procedures of investigation, arrest, search, and seizure to perform apprehension and investigations.

Thorough knowledge of sources of information (informants and methods of obtaining evidence); the methods and patterns of criminal operations; interview techniques and researching records; law enforcement systems; and specific knowledge of the relationships among enforcement and criminal investigative jurisdictions of various agencies.

Complete understanding of the concepts and methods for disseminating information through printed materials, signing, and formal presentation, to serve as an advisor to personnel. Skill in the methods of communication (verbal and written) to keep users and Bureau personnel informed and to represent law enforcement ranger function interests.

Substantial knowledge of Bureau internal control policies and procedures. Ability to apply the principles and techniques of functional evaluations to assigned field visits and surveys.

Sufficient knowledge of educational and training principles and procedures.

Ability to communicate in writing to prepare accurate documentation, reports, and correspondence.

Skill and knowledge in the use of law enforcement firearms and weapons.

Is required to have successfully completed a basic law enforcement school (with emphasis on natural resources law enforcement) at the Federal Law Enforcement Training Center (or equivalent) in addition to receiving 40 hours of in-service training annually.

It has been determined that prior experience in investigation, apprehension or detention of individuals suspected of offenses against criminal laws of the United States is required in order to carry out the duties and responsibilities of the position.

Knowledge of IBM compatible PC equipment and application software, ability to utilize word processing, and applications specific to the duties of this position.

Factor 2, Supervisory Controls

Supervision is received from the Area Manager, District Manager, or Special Agent-in-Charge who establishes job priorities and assignments, and delegates responsibility for carrying out assignments within assigned geographic area. Additional technical advice is available from the National-level Division of Law Enforcement and Resource Protection.

The incumbent has considerable latitude in planning and scheduling work, and is guided by applicable laws, regulations, instruction,

and directives. Incumbent is given broad general objectives and relative priorities for completion of projects or assignments. Incumbent is expected to independently select techniques, establish methods and procedures for studying and resolving particular problems, handle conflict situations, and otherwise carry assignments through to completion. Completed work, other than proposed policies and procedures, is normally reviewed only for overall accomplishment, adherence to policy, and the quality of approach to assignments. Proposed policies and procedures are reviewed by the managers for matters within their respective areas.

Because of the sensitive and often immediate nature of law enforcement work, the incumbent works directly with the Special Agent-in-Charge and other Special Agents on the law enforcement staff.

Factor 3, Guidelines

Guidelines include appropriate public laws (Federal, State, local); Department regulations; manuals (Departmental and Bureau); Bureau directives, precedent actions and work plans; Federal Court System, standard criminal justice guidelines, and established systems and procedures. Additional guidance is available from other State Office Staffs.

This guidance is for unique and difficult technical problems and policy matters. The incumbent is expected to interpret and apply all available technical guidance without assistance when performing the majority of assignments. Incumbent must extend or adapt guidelines and technical precedents. The incumbent must also provide guidance when there are no pertinent or apparent precedents, or significant management decisions change existing guidelines or appear to require a technical decision at variance with existing guides.

Factor 4, Complexity

Incumbent has program responsibility for the law enforcement ranger function is assigned area. These responsibilities require considerable self reliance for programmatic identification and solving of problems and for integration of decisions with many other program requirements. Some situations involve unusual complexity, such as adaptation of the methods, procedures, standards, and/or policies related strictly to BLM Law Enforcement Ranger operations.

Some developmental work is either a significant departure from current practices, or is a means to reach newly established goals or requirements. Other program requirements demand new policies or adaptation and interpretation from the incumbent, due to new and/or expanding program interrelationships between Law Enforcement Rangers, line management, and resource specialists.

Programming procedures require identification of Law Enforcement and Resource Protection oriented priorities in accordance with multiple-resource needs and public interest factors. Annual Work Plan directives requires Law Enforcement Ranger component input to meet outlook guides within programmed variations of dollars and work-months. Developmental goals require devising and/or applying management procedures, performance standards, tracking of

implementation schedules and evaluation of results. Close coordination and cooperation with all resource programs and operational support programs is crucial.

Law Enforcement incidents are seldom black and white and often involve complex judgmental decisions by the Law Enforcement Rangers. Incumbent provides necessary leadership to the Law Enforcement Rangers within the assigned area to assure consistency in training and application of policies related to all kinds of enforcement actions.

Works with automated data processing (ADP) resources that are dynamic and expensive and are rapidly and constantly changing. This position requires performance of a wide variety of highly complex interrelated tasks that change frequently from day-to-day.

Factor 5, Scope and Effect

Interaction is with all Bureau programs throughout the assigned area. Faulty decisions in application of the law may result in extreme embarrassment of the Agency, physical injury to the accused, or damage to his reputation, or civil action against the arresting officer and the agency. Failure to act quickly and accurately could result in the death or injury of a visitor, other employee, or the incumbent.

The technical expertise of the position has significant influence on sensitive and highly visible program activities in the State, affecting program performance, including employee training and morale, visitor safety, and enhancement of resource use on public lands in the assigned area. Implementation of Law Enforcement Ranger operations for closures and restrictions on use of public lands are of significant public interest due to factors such as the fragile nature of the resources involved, severely limited funds, overcrowding, vandalism, motorized vehicle impacts, land development encroachment or other related problems.

The incumbent is responsible for providing expert technical advice, assistance, and training related to the development, implementation, operation, and use of ADP systems to various aspects of the Law Enforcement Ranger program.

Factor 6, Personal Contacts

Contacts are with Rangers in the various District and Resource Area offices, as well as line managers and resource specialists in the State, District, and Resource Area Offices. Communicates effectively with highly diversified interest, organizations, and State and local agencies involved in activities with the Law Enforcement Ranger function. Contacts are numerous and varied, due to the widely scattered land patterns and different types of resource uses that are available in the assigned area.

Also communicates on a regular basis with managers of other BLM units who call upon the incumbent for advice. Provides assistance to other units and may, upon request, provide assistance to units in adjoining states.

Contacts include equal or higher level contacts in other BLM divisions, and State and Regional officials of other agencies, such

as, National Park Service, Fish and Wildlife Service, Bureau of Indian Affairs, US Forest Service, State and local governments, professional organizations, and universities.

Factor 7, Purpose of Contacts

Contacts involve keeping management and State program leads informed on common problems and changing operations and receiving or providing technical advice and assistance. Outside contacts include representing the Law Enforcement Ranger function on committees, task forces, and at meetings to exchange ideas and methods, problems, and developments of mutual interest, to coordinate work on adjoining lands, or to plan and coordinate joint projects.

Factor 8, Physical Demands

Work is primarily office-oriented in nature, but requires travel to field offices, meetings, and other activities, as may be required to maintain close contact with enforcement in the field.

The incumbent must be able to safely utilize firearms in the conduct of daily activities. The incumbent must be prepared, at all times, to defend himself/herself and others against physical and armed attack, including the use of physical violence or, as a last resort, deadly force.

Factor 9, Work Environment

Work is performed primarily in an office setting. Occasionally, may work out-of-doors, travelling in various types of vehicles and aircraft. Outdoor work may involve high altitude hiking in rough mountainous terrain in hot or frigid conditions.